

NYPD



Candidate Resource Booklet

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NYPD Web Site: <http://www.nyc.gov/html/nypd/>

APD - Candidate Relations Section:
(718) 972-3120
(718) 972-2503
or
APD@NYPD.ORG

Dear Police Officer Candidate:

Welcome!

Your decision to join the ranks of the New York City Police Department will forever change who you are. Every man and woman who wears the NYPD uniform takes an oath to support and defend the laws, and citizens, of the city and state of New York.

Every day, nearly eight million citizens observe the selfless dedication of our officers, and millions of visitors rely on us to provide a safe and secure city. As a police officer, you will be expected to work with fellow officers to provide this level of service. You will be part of New York's *FINEST*. You will be a part of what makes New York City the capital of the world.

In the weeks and months to follow you will be providing information and undergoing additional examinations as part of your candidate processing. This process will involve Medical, Psychological, Physical, and Character elements. These elements are very detailed, but necessary. Stay focused on your goals. Every officer has undergone the process which you are entering, and I am confident that, with hard work and persistence, you will find that you have what it takes to become the next member of New York's *Finest*.

Best of luck!

Sincerely,

Michael A. Julian
DEPUTY COMMISSIONER, PERSONNEL

Candidate Screening Process

Congratulations on having passed the written exam to become a New York City Police Officer. It is the goal of the NYPD to hire only the most qualified candidates available. The process of becoming a police officer consists of five separate phases. They are: the written exam, a medical exam, a background investigation, a psychological examination (written and oral), and a job standards test. Candidates must pass every phase of the process to be considered for the position of police officer.

Described below are the separate qualification steps required to become a NYPD Probationary Police Officer. Remember that the steps may not necessarily be completed in the order given here. You may want to check off each section as you complete them. Remember that you must be dressed in business attire for all of your appointments except when otherwise instructed. Business attire **IS NOT** jeans, sneakers, T-shirts, shorts, etc.

Business Attire for Men:

A suit or slacks and sport coat/jacket with tie.

Business Attire for Women:

Pant suit or dress or combination skirt and blouse.

If you need to reschedule appointments, call the Applicant Processing Division, Scheduling Unit Monday through Friday between 7am and 7pm at (718) 972-7344/7376/7340 or 7316. Have your Social Security number, Exam number, and List number ready.

The first few steps in the hiring process are usually the *Character Pre-Screening and Medical Exam. These components will be administered at the Medical Division which is located at 1 Lefrak City Plaza, 59-17 Junction Blvd., Corona, NY 11368.

****Character Pre-Screening and Medical Exam are sometimes done on the SAME DAY. If so, be prepared for a very long day.***

You will not be allowed to bring children, so you should arrange for someone to care for your children for a full day.

MEDICAL EXAM: _____/_____/_____
(Date Taken)

This will be administered at Medical Division:

1 Lefrak City Plaza
59-17 Junction Blvd.
Corona, NY 11368

- You will submit all documents pertaining to your medical history.
- You will report any medical condition requiring medication.
- A Police Department Doctor will examine you.

Accurate medical history will help reduce the possibility of not meeting medical standards and therefore being subject to disqualification.

The position of police officer is a demanding and stressful one, requiring a wide variety of physical and emotional challenges. Police officers, during the performance of their duties, may find themselves in many situations where optimal health and fitness may prevent them or someone else from being injured. Some examples include, but are not limited to:

Chasing a suspect on foot over many blocks or up many flights of stairs while wearing 20 to 30 lbs. of equipment.

Physically wrestling with that suspect following a prolonged pursuit.

Standing on a fixed post for extended periods of time.

Therefore, it is necessary that candidates be in excellent physical health prior to being hired. The medical examination consists of the following tests:

Vision test- Candidates' vision must be 20/30 or better corrected and at least 20/100 or better uncorrected with each eye tested separately. Candidates must bring glasses or contact lenses to the examination.

Hearing test- Candidates must be able to hear a tone no louder than 35 decibels ranging from 500 hertz to 6000 hertz. Each ear is tested separately and no hearing aids are allowed.

Blood pressure- Candidates must have controlled blood pressure of no greater than 140/90 with a pulse of fewer than 100 beats per minute. It is suggested that candidates refrain from the use of products containing caffeine and/or other stimulants for 24 hours prior to their medical exam. Examples include: coffee, tea, soda, hot chocolate, diet pills, and some exercise supplements.

Electrocardiogram- Every candidate will have an EKG performed to screen for cardiac abnormalities.

Physical exam- Every candidate will be asked to complete a Medical Questionnaire listing their medical history. Then, using this history and the results of the above testing as a guide, the candidate will be questioned and physically examined by a Police Department physician.

In the event that information obtained during the examination by our physician reveals a medical condition that needs further evaluation, the candidate concerned, will be placed on medical review. This may require that additional testing be performed or that further records related to the specific medical condition be provided.

Listed below are some of the common factors which may require additional testing or records and may place a candidate on medical review:

- **Diabetes**- Insulin-dependent diabetes in most cases is a disqualifying factor. Other types of diabetes are determined on a case-by-case basis. Recent fasting blood work, as well as, copies of the treating physician's records related to the condition, is necessary to make a decision on employment suitability.
- **Orthopedic**- Cases where an individual is undergoing treatment for any bone break, muscle tear, pull, pain, strain, injury, etc. Also, any serious history of the above, or any settled or yet to be settled lawsuits or Workman's Compensation cases related to orthopedic type injuries. Candidates with such conditions or situations need to bring copies of all treatment records related to the injury, which includes, but is not limited to, X-rays, MRIs, physical therapy notes, surgical notes, hospital records, and a discharge note from the candidate's treating physician and/or physical therapist.
- **Cardiac**- Any conditions related to the heart. Bring documentation or results of recent stress tests, exams performed due to chest pains, any other cardiac related testing or procedures, and physician's findings related to heart murmurs, etc.
- **Asthma**- If the candidate is being treated for asthma, he/she should have all of the information available from the treating physician or hospital. This includes documentation of attacks, medications taken and frequency of medications, results of any recent pulmonary function testing, etc.

All records documenting any military or employment discharge that was related to the candidate's medical condition or any records that might be considered significant to the candidate's medical history.

To expedite the processing of police officer candidates, it is recommended that candidates bring copies of all records pertaining to any past or present medical condition(s) for review by the Police Department physician and inclusion in the candidate's medical folder. Questions regarding this process should be addressed to the Medical Division - Candidate Testing Unit at (718) 760-7661. Certain phases of a candidate's processing may continue while the candidate is on medical review.

CHARACTER PRE-SCREENING: _____ / _____ / _____
(Date Taken)

This will be administered at Medical Division:

1 Lefrak City Plaza
59-17 Junction Blvd.
Corona, NY 11368

You will submit proof of the following documents:

- Proof of completing at least forty-five (45) college credits with at least a 2.0 Grade Point Average.
- Military Service

You will also be fingerprinted and begin initial character assessment.

Any character issues and any criminal history must be reported.

CHARACTER INVESTIGATION: _____ / _____ / _____
(Date Initiated)

NAME OF ASSIGNED INVESTIGATOR: _____

PHONE NUMBER: _____

This will be administered at:

4201 4th Avenue
Brooklyn, NY 11232

127 Pennsylvania Avenue
Brooklyn, NY 11207

96-05 Horace Harding Expressway
Corona, NY 11368

235 East 20th Street
NY, NY 10003

Here you will meet with your Investigator and review your application booklet, and will provide all needed documents and correct any discrepancies.

It is important that you follow all instructions and attend all appointments that you make with your investigator. If you miss appointments or fail to come prepared for appointments, it will delay your process for being hired. If you can't make an appointment you must call your investigator and reschedule.

WHEN CALLED FOR THE INTERVIEW YOU WILL BE REQUIRED TO BRING THE FOLLOWING ITEMS:

1. Two (2) pens (black ink)
2. An official copy of your birth certificate with raised seal. If no record of your birth is on file at the Department of Health or the Bureau of Vital Statistics of the State in which you were born, obtain a statement from the agency attesting to the fact.
3. Records of change of name, if applicable. Bring all available documents on this matter.
4. Naturalization papers, if foreign born. Police Officers must be U.S. citizens at time of appointment.
5. High School Diploma and Diplomas or degrees from colleges attended. If qualification is by High School Equivalency Diploma or Armed Forces G.E.D Certificate, the record of the scores you obtained in the individual tests **must** be presented. Transcripts from **all** colleges you attended, either part time or full time must be included.
6. Marriage certificate, if applicable. Certificate must be issued by a governmental agency. Birth certificates of children, if any.
7. Records of divorce, annulment or legal separation, if applicable.
8. Social Security Card.
9. Motor Vehicle Driver License and Certificate of Motor Vehicle Registration for any vehicle owned by you or your spouse.
10. Selective Service Registration and Classification Cards. To verify, call (847) 688-6888 or via the internet at **WWW.SSS.GOV** click on "check a registration". If not already registered, you may also register online.
11. Original Discharge or Separation papers for all military service. (DD 214 member 4 copy).
12. Withholding Tax certificates (W-2 Forms) and copies of Federal Income Tax returns for the past five (5) years.
13. During the last ten (10) years or since age eighteen (18), provide a list of all places of employment with dates and include periods of unemployment when you were financially supported by someone other than yourself. Obtain a notarized letter from that person stating that you were financially supported by them.
14. Provide all records of disability benefits received by you, and include any workmen's compensation benefits received.
15. Membership cards from any labor union, fraternal or social organizations to which you belong.
16. Record of present outstanding debts, judgments or garnishments.
17. Two (2) proofs of residence (rent stub, utility bill, etc.)
18. Transcripts and/or dispositions from the Court Clerk of the court of trial for any arrest in which you were the defendant. Proof of payment for any summonses you received (other than traffic summonses.)
19. Any licenses held by you, (both past and present) from a government agency (pistol, rifle, TLC, liquor, etc.)
20. Social Security Detailed Earnings Report (For all years since leaving H.S. to present)
21. DMV Lifetime Driver's Abstract (MV-15F) for every state issued a driver license.

IF YOU HAVE ANY QUESTIONS CONCERNING THE ABOVE, PLEASE CALL THE CANDIDATE RELATIONS SECTION AT TELEPHONE NUMBER (718) 972-3120 OR VISIT US ON THE INTERNET AT <http://www.nyc.gov/html/nypd/home.htm> and **CLICK ON "CAREERS".**

WRITTEN PSYCHOLOGICAL: _____ / _____ / _____
(Date Taken)

You will complete a standardized written psychological test. The exam consists of many questions, be prepared to sit a long period of time.

ORAL PSYCHOLOGICAL: _____ / _____ / _____
(Date Taken)

You will meet with a psychologist and participate in an oral interview. The psychologist will ask you questions. Be open and clear in your responses

These will be administered at:

Medical Division
1 Lefrak City Plaza
59-17 Junction Blvd.
Corona, NY 11368

NEW YORK CITY POLICE DEPARTMENT STUDY GUIDE FOR THE POLICE OFFICER JOB STANDARD TEST

INTRODUCTION

This study guide is designed to describe the physical tasks you will be required to perform for the Job Standard Test. You will increase your chances of performing well if you spend a good amount of time preparing for the test. This includes suggestions on how to successfully complete the Job Standard Test.

OVERVIEW

The essential functions of a New York Police Officer require levels of physical ability and health that are consistent with public safety and emergency response situations. Police officers are expected to maintain the necessary levels of physical capacity and health to perform their work. (2004. Health Metrics. Inc.)

JOB STANDARD TEST: _____ / _____ / _____

(Date Taken)

This will be administered at:

Applicant Processing Division
127 Pennsylvania Avenue
Brooklyn, NY 11207

OR

Police Academy
235 East 20th Street
New York, NY 10003

The Job Standard Test is a gender neutral, physical ability examination consisting of six (6) components, which must be completed in 4 minutes, 28 seconds (4:28).

Consult the Study Guide for the Police Officer Job Standard Test that follows for details. Be prepared for this test, WORK OUT, BE IN SHAPE!

THE JOB STANDARD TEST IS GENDER NEUTRAL. ALL CANDIDATES MUST QUALIFY IN 4:28.

SUGGESTIONS FOR COMPLETING THE JOB STANDARD TEST:

1. Avoid junk food and concentrate on a well-balanced diet for several days before the test.
2. Avoid tranquilizers and stimulants such as caffeinated beverages especially on the day of the test.

3. Studies have shown that brief, but intense exercise will use muscle glycogen and blood glucose (carbohydrate) at a very high rate. To optimize performance and enhance the recovery from this type of intense exercise we suggest the following nutritional guidelines:
 - a. To have carbohydrates available for energy production, candidates should consume a moderate to high carbohydrate diet (60-75% of the total kcal consumed per day) for 2-3 days prior to testing. We suggest carbohydrates from whole grains (breads, cereal, rice, pasta), vegetables (carrots, potato, squash), fruits (dried, juice, or solid such as orange, apple, etc.), and dairy (fat-free yogurt, skim milk, low-fat ice cream) food groups. Foods such as baked beans, pretzels, baked chips and low-fat cookies are other sources of carbohydrate.
 - b. To recover from a day of intense activity and to restore muscle carbohydrate, candidates should eat 50 to 100 grams of carbohydrate immediately after the activity and another 50 to 100 grams every 2-3 hours after the activity for a period of up to 12 hours. It is recommended that a total of 400-800 grams of carbohydrate be ingested depending upon the amount and intensity of the testing and your body size (larger body types need more carbohydrates). In addition to the carbohydrate, candidates should consume 15-25 grams of protein with each carbohydrate feeding (20 grams of protein is found in one 3-oz. serving of meat).
 - c. To prevent dehydration during testing, candidates should drink water throughout the testing day. Sports drinks are not necessary, but candidates may drink them to help replenish carbohydrate and maintain electrolyte balance. These fluids are convenient, effective and good tasting.
 - d. To maximize performance during testing, we recommend rest for the two days prior to testing. If a candidate must exercise, only very light training should be undertaken over approximately two days leading up to testing. Muscle fatigue, muscle soreness and muscle depletion of energy stores will lead to poor performance on this test.
 - e. In conclusion, candidates should consume a carbohydrate rich diet, but include adequate protein intake as suggested above. Also drink fluids (water, sports drinks) and take a rest day from exercise training prior to testing.
4. Get a good night's sleep before the test.
5. Be non-smokers if at all possible (or have refrained from smoking for at least 90 minutes prior to testing).
6. Refrain from any exercise training for at least 24 hours before testing.
7. Refrain from eating for *at least* 1.5 hours before testing.

8. For both comfort and safety, wear a T-shirt (long sleeve T-shirts or sweatshirts are permissible), sweat pants and court shoes/sneakers (running shoes are discouraged). A pair of snug, batting-style gloves are recommended for testing, but not required.
9. Avoid alcohol several days prior to testing.

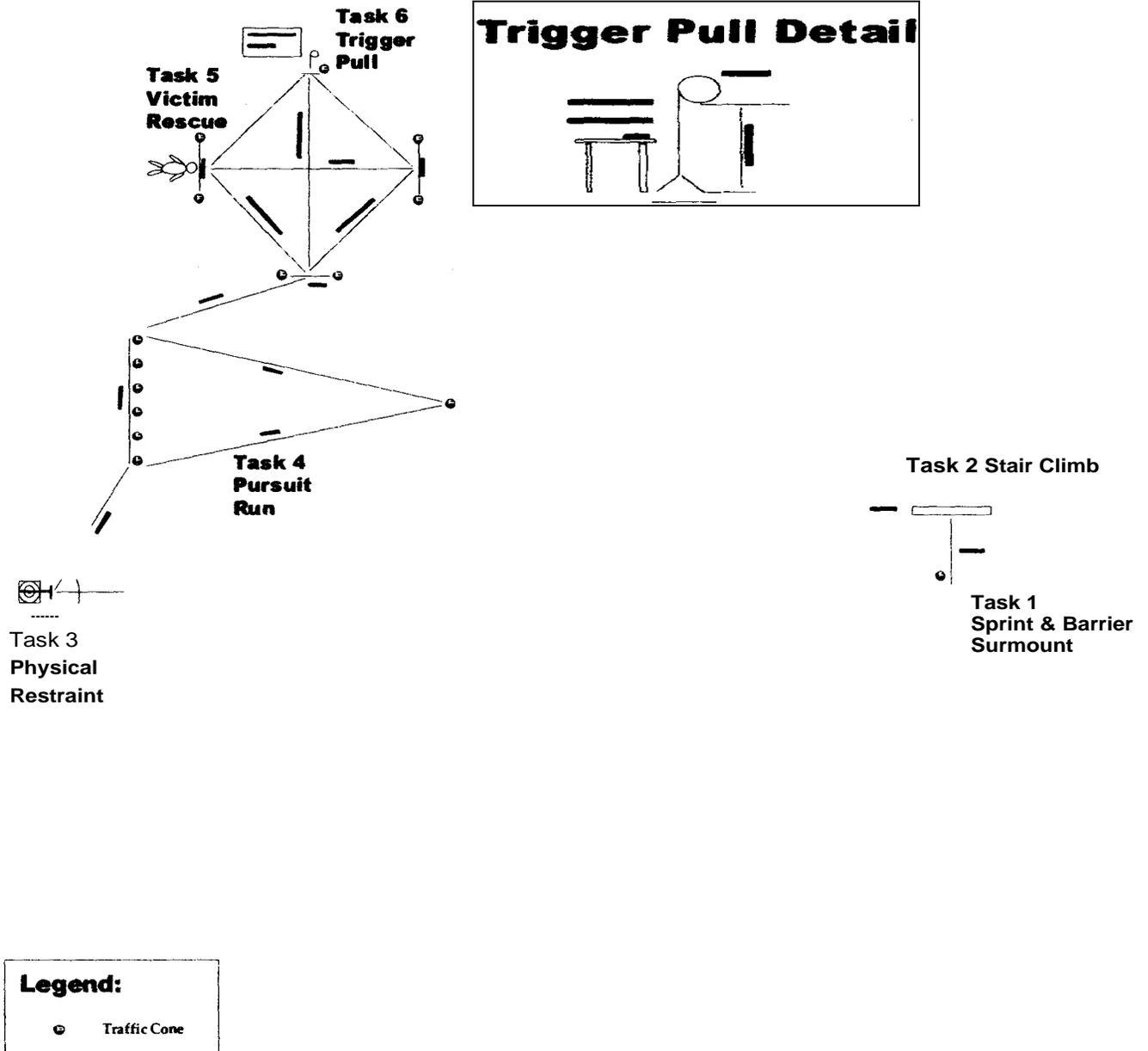
Simple activities such as a regular stretching and running routine can greatly enhance your chances of doing well on a physical ability exam. Please remember to keep safety in mind when training, and always consult a physician before beginning any physical fitness program.

On the day of testing you will be required to wear long pants. Please Note: **You will not be allowed to participate in the examination if you are not wearing long pants.** Shorts are not allowed for safety reasons.

THE SIX STATIONS OF THE JOB STANDARD TEST

- **Barrier Surmount:** From a kneeling, weapon-ready position the candidate sprints fifty (50) feet to surmount a six (6) foot barrier.
- **Stair Climb:** The candidate proceeds from the Barrier Surmount to a six-stair climb system and completes three (3) over-and-back traverses.
- **Physical Restraint Simulation:** The candidate proceeds from the Stair Climb to a controlled-force tactics and training device which measures the ability to resist or control force in a physical restraint situation.
- **Pursuit Run:** The candidate proceeds from the Physical Restraint Simulation to a run/jog around a pattern of cones for approximately six hundred (600) feet.
- **Victim Rescue:** The candidate proceeds from the Pursuit Run to a simulated victim rescue involving a thirty-five (35) foot drag of a one hundred seventy-six (176) pound mannequin.
- **Trigger Pull:** The candidate proceeds from the Victim Rescue to a trigger pull station, picks up an inoperative firearm, holds the firearm within a nine (9) inch diameter metal ring and pulls the trigger sixteen (16) times with the dominant hand and fifteen times with the non-dominant hand. Once inserted, the firearm must remain within the metal ring for the completion of both trigger pull cycles.
- Timing is stopped upon completion of the final trigger pull. This continuous event series must be completed within four minutes, twenty-eight seconds **(4:28)**.

JOB STANDARD TEST SCHEMATIC



PRE-HIRE INTERVIEW: _____ / _____ / _____
(Date Taken)

This will be administered at:

Medical Division
1 Lefrak City Plaza
59 -17 Junction Blvd.
Corona, NY 11368

You will be given a brief medical examination, if information you report requires it.

Here you will provide any new/updated character and medical information about yourself.

This is where you will have your records updated. Anything new or not previously reported should be reported now.

Additional Qualifications

In addition to the qualification process, there are seven additional required elements that you must comply with before being hired:

1. _____ Possess a valid, unrestricted, New York State Driver License.*
2. _____ Reside in one of the five (5) boroughs of New York City or Nassau, Suffolk, Westchester, Rockland, Putnam, or Orange Counties.*
3. _____ Possess a valid High School Diploma or its equivalent.
4. _____ Successfully complete either at least sixty (60) college credits from an accredited college or university with at least a 2.0 GPA.
OR
Twenty-four months, honorable full time United States Military Service.
5. _____ Reached the minimum age requirement for appointment as described in your Notice of Examination. (Currently 21 years of age).
6. _____ Candidates may not be appointed to the NYPD as a Police Recruit if the Candidate has reached their *thirty-fifth (35) birth date by the first day of filing for the Police exam.

*(*Active Duty Military time may be applied to deduct from your actual age if you are over the age limit. A maximum of 4 to 6 years may be applied.)*

7. _____ Be a citizen of the United States of America at the time of appointment.

If you have any questions regarding any of the above mentioned requirements contact your investigator for clarification.

** Note: A 30 day grace period is granted from date of appointment to meet the NYSDL and Residency requirement**

The following are factors that would ordinarily be cause for disqualification (this is not a complete listing):

- Conviction of an offense which indicates lack of good moral character
- Disposition towards violence or disorder, or which is punishable by one or more years imprisonment.
- Repeated convictions of an offense that would indicate disrespect for the law.
- Discharge from employment as a result of poor behavior or inability to adjust to discipline.

THESE ITEMS ARE STATUTORY DISQUALIFICATIONS

- Dishonorable discharge from the United States Military.
- Conviction of an offense for Domestic Violence Misdemeanors.
- A Felony conviction.

NOTES

Frequently Asked Questions

1. What exam number are you hiring from?

- It is normal to have more than one exam active at the same time. To obtain information on which exams are active contact the Candidate Relations Section.

2. When will the next class be hired?

- Starting dates for Police Academy classes vary. For exact dates contact your investigator or the Candidate Relations Section.

3. How do I withdraw my name from the list?

- You should contact the Candidate Relations Section at (718) 972-3120 and ask for an APPLICANT WITHDRAWAL REQUEST FORM. This request can be made in person or by telephone. The form must be completed and returned to the Candidate Relations Section for processing. If you already have an ongoing investigation, you may request this form from your investigator.

4. How do I reinstate my name on the list?

- You may reinstate your name on the list anytime during the life of the list, provided you have not been disqualified for medical, character, or psychological reasons. You must appear in person to the Candidate Relation Section with proof of age, residency, and documentation verifying the college/military requirements.

5. I am on active military duty; can I defer my processing until I am discharged?

- You may request to defer processing by having your superior officer prepare a letter on your behalf on official military stationery. The letter must verify your active duty status and must include your name, social security number, exam and list number and your expected date of discharge. Make two copies and send:

Original to:

New York City - Department of Citywide Administrative Services
Certifications Division, Room 2150, Municipal Building
1 Centre Street
New York, NY 10007

First copy to:

New York City Police Department
Applicant Processing Division - Candidate Relations Section
4201 Fourth Avenue
Brooklyn, NY 11232-3605

Second copy: Retain for your records.

Frequently Asked Questions- continued

6. I was recently discharged from the military, how do I get back on the list?

- If your list is still valid, report to the Candidate Relations Section with your DD214 and proof of age and residency.
- If your list has expired, you must first report with your DD214 to the N.Y.C. Department of Citywide Administrative Services, Municipal Building, 1 Centre Street, New York, NY 10007. They will notify you by mail within three (3) weeks whether you are entitled to a list extension. If you are granted the extension, then you must bring the extension letter along with your DD214, proof of age and residency to the Applicant Processing Division, Candidate Relations Section.
- NOTE: Extensions on an expired list may be granted *provided* your list number was actually reached for hire.

7. How long is this exam good for?

- Police Officer exams can be terminated one (1) year from the date the list was established, unless extended by the City Personnel Director for a maximum of four (4) years.

8. How can I change my address?

- You should contact the Candidate Relations Section at (718) 972-3120 or you may also use the New York City Police Department Web Site: <http://www.nyc.gov/html/nypd/html/chfpers/personnel/applicant-home.html>
- You must also report your change of address and telephone number in writing to N.Y.C. Department of Citywide Administrative Services, Municipal Building, 1 Centre Street, New York, NY 10007.
- Your letter should include your name, social security number, your exam and list number, your old address and telephone number and your new address and telephone number.

9. What is the Job Standard Test?

- The Job Standard Test (JST) is a criterion-valid physical job task assessment that tests for an individual's ability to perform both typical and atypical physical tasks which can be expected to be required of a Police Officer's response to either a routine radio run or critical incident. The Job Standard Test is a continuous timed event comprised of six stations that must be completed in four minutes twenty-eight seconds (4:28) without stopping.

Frequently Asked Questions- continued

10. How can I successfully complete the Job Standard Test?

- On Page 11 you will find a study guide for the Job Standard Test. To promote safety, candidates are strongly encouraged to gradually increase the frequency, intensity and duration of their exercise training sessions. In addition, due caution is necessary when exercising during hazardous and inclement weather conditions (heat, humidity, wind, cold etc.) For those who want further information please contact the Police Academy Fitness Incentive Tracking Unit at (718) 257-2009.

11. Is there a way to refresh my driving knowledge and reduce points on my driver license?

- Individuals who wish to improve their driving skill as well as reduce points against their license can attend the following sponsoring agencies approved by the New York State Department of Motor Vehicles to administer Accident Prevention Courses. It will help refresh your driving knowledge with a review of time tested safe driving tips and an overview of today's vehicle and traffic laws.

National Safety Council	(800) 962-3434
National Traffic Safety Institute	(800) 733-6874
Driver Training Associates	(800) 243-2196
New York Safety Program	(800) 942-6874
Empire Safety Council	(800) 246-3603
American Automobile Association	Contact your local AAA Office
USA Training Company	(800) 746-7690
American Institute for Public Safety	(888) 458-2477
I DRIVE SAFELY	(877) 374-8388
American Safety, Inc.	(800) 800-7121

Educational Resources:

If you lack the required amount of college credits you may want to consider the following resources to assist you. Confer with the Candidate Relations Section's Education Verification Unit at (718) 972-6846 or 3120.

- Police Cadet Corps:

The New York City Police Cadet Corps offers individuals an opportunity to work for the NYPD while attending college. Cadets receive tuition assistance which is forgiven upon promotion to Police Officer and completion of two years' service.

- CLEP tests:

Many colleges offer opportunities for you to receive credits for particular courses based on the results of a single test. Check with the colleges in your area to see if they offer CLEP tests.

- Life experience credits:

Some colleges such as Empire State College offer credit for life experiences. If you enroll at Empire State College you will be given an opportunity to discuss with their staff how many college credits you can earn for life experiences.

Empire State College	(800) 468-6372
St. Joseph's College	(718) 940-5300
Marist College	(845) 575-3000 ext. 2227

- Internet Learning and Correspondence Programs:

Some colleges such as Regents College have no campus and offer no courses. Instead, it is an evaluating and assessing institution. Students can complete their degree through the use of video courses, independent study, and courses offered via the World Wide Web.

Excelsior College

7 Columbia Circle
Albany, NY 12203-5156
(518) 464-8500

Thomas Edison State College

101 West State Street
Trenton, NJ 08608
(888) 442-8372

For further educational opportunities contact your local public library. Listed below are some useful books that you can find at your local library:

- Index of Majors and Graduate Degrees, College Entrance Examination Board, New York
- The College Handbook, College Entrance Examination Board, New York
- Peterson's Guide to Colleges in New York - Peterson's New York
- Peterson's Guide to two-year Colleges - Peterson's New Jersey
- Peterson's Guide to Graduate and Professional Programs: An Overview - Peterson's New Jersey
- Peterson's Paying Less for College - Peterson's New Jersey
- College Applications and Essays: A How-to Handbook. Susan D. Van Raalte. Arco/Prentice-Hall, New York

THE NEW YORK CITY POLICE DEPARTMENT IS AN EQUAL OPPORTUNITY EMPLOYER